



Teacher Evaluation Framework – Teacher Performance Classifications

HB 2823, passed in the Fiftieth Legislature, Second Regular Session, required the Arizona State Board of Education to include on or before December 1, 2012, four performance classifications, designated as Highly Effective, Effective, Developing and Ineffective, and guidelines for school districts and charter schools to use in their evaluation instruments.

The following definitions of Veteran Teacher, New Teacher, and Newly Reassigned Teacher, as well as the four performance classifications of Highly Effective, Effective, Developing, and Ineffective were approved by the Arizona State Board of Education at the January 28, 2013 meeting.

Definitions

Veteran Teacher:

A teacher with three or more years of experience

New Teacher:

A teacher new to the profession with less than three years of experience

Newly Reassigned Teacher:

A teacher who has been newly assigned to a grade, a content area or a school

Teacher Performance Classifications

- **Highly Effective:** A *highly effective* teacher consistently exceeds expectations. This teacher's students generally made exceptional levels of academic progress. The highly effective teacher demonstrates mastery of the state board of education adopted professional teaching standards, as determined by at least two classroom observations.
- **Effective:** An *effective* teacher consistently meets expectations. This teacher's students generally made satisfactory levels of academic progress. The effective teacher demonstrates competency in the state board of education adopted professional teaching standards, as determined by at least two classroom observations.
- **Developing:** A *developing* teacher fails to consistently meet expectations and requires a change in performance. This teacher's students generally made unsatisfactory levels of academic progress. The developing teacher demonstrates an insufficient level of competency in the state board of education adopted professional teaching standards, as determined by at least two classroom observations. The developing classification is not intended to be assigned to a veteran teacher for more than two consecutive years. This classification may be assigned to new or newly-reassigned teachers for more than two consecutive years.
- **Ineffective:** An *ineffective* teacher consistently fails to meet expectations and requires a change in performance. This teacher's students generally made unacceptable levels of academic progress. The ineffective teacher demonstrates minimal competency in the state board of education adopted professional teaching standards, as determined by at least two classroom observations.

Approved by Arizona State Board of Education 1/28/13